



TJIC Alert

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HUMAN RIGHTS & DIVERSITY

DIVERSITY

1. A Positive Approach To Studying Diversity In Organizations

Lakshmi Ramarajan and David Thomas

Harvard Business School

Full Text: <http://www.hbs.edu/research/pdf/11-024.pdf>

38 p.

October 5, 2010

Considering that the topic of workplace diversity often garners unhappy discussions of prejudice, isolation, and conflict, it's not surprising that many researchers avoid the topic altogether. The authors propose a positive approach to studying diversity, with hopes that this will lead managers to feel more positive about adopting diversity policies in the workplace.

[Note: contains copyrighted material].

2. Reversing the Queue: Performance, Legitimacy, and Minority Hiring

David Thomas and Andrew Hill

Harvard Business School

Full Text: <http://www.hbs.edu/research/pdf/11-032.pdf>

42 p.

October 2010

While there has been a steady rise in the number of black executives in corporate America, the fact remains that white males have a persistent advantage in terms of access to managerial positions. The paper sets out to find out how a company's performance influences the hiring of minorities into management positions, and whether the presence of minorities in senior management positions affects the racial composition of the subordinate management team. Research, which focused on the corporate structure of the National Football League, was conducted by the authors.

[Note: contains copyrighted material].

WOMEN'S ISSUES

3. The Mommy Track Divides: The Impact of Childbearing on Wages of Women of Differing Skill Levels

National Bureau of Economic Research

December 2010

45 p.

Full Text: <http://www.nber.org/papers/w16582.pdf>

The paper explores how the wage and career consequences of motherhood differ by skill and timing. Past work has often found smaller or even negligible effects from childbearing for high-skill women, but we find the opposite. Wage trajectories diverge sharply for high scoring women after, but not before, they have children, while there is little change for low-skill women. It appears that the lifetime costs of childbearing, especially early childbearing, are particularly high for skilled women. These differential costs of childbearing may account for the far greater tendency of high-skill women to delay or avoid childbearing altogether.

[Note: contains copyrighted material].

4. Women-Owned Businesses in the 21st Century

U.S. Department of Commerce

October 2010

41 p.

Full Text: <http://www.esa.doc.gov/WOB/>

The report documents the changes in women-owned businesses over time, explores disparities in the characteristics of business owned by women as compared to those owned by men, and discusses potential reasons for these disparities and the different outcomes that are associated with them. The focus is on proprietorships, partnerships, or any type of privately-held corporation with one or more owners. Publicly-held companies are not included.

5. Jobs and Economic Security for America's Women

National Economic Council

October 2010

28 p.

Full Text: <http://www.whitehouse.gov/sites/default/files/Jobs-and-Economic-Security-for-Americas-Women.pdf>

Since his first day in office, President Obama has worked to lay the foundation for economic growth that creates good jobs and incomes for all Americans. Many of these policies have been particularly important for women. These policies have helped stave off a second Great Depression and get our economy growing again, but job growth is still not fast enough. The President is committed to continuing to push for an economy that provides economic security and jobs for America's women. The report lays out the economic landscape facing women today and details some of the many ways the Administration is committed to making sure the government is working for all Americans and especially American women.

6. Women In Management: Female Managers' Representation, Characteristics, And Pay

Andrew Sherrill

10 p.

U.S. Government Accountability Office

September 28, 2010

Full Text: <http://bit.ly/al1MrD>

The testimony discusses issues related to women in management. Although women's representation across the general workforce is growing, there remains a need for information about the challenges women face in advancing their careers. In 2001, using 1995 and 2000 data from the Current Population Survey, the report finds that women were less represented in management than in the overall workforce in 4 of the 10 industries reviewed.

7. Women And The Economy 2010: 25 Years Of Progress But Challenges Remain

U.S. Congress Joint Economic Committee

August 2010

14 p.

Full Text: <http://bit.ly/doWHbP>

On August 26, 2010, Americans will celebrate the 90th anniversary of the ratification of the 19th amendment, which granted women the right to vote and led to their increased participation in our political system. In 1984, Geraldine Ferraro shattered the political glass ceiling by becoming the first woman nominated to a national ticket and ushered in a new era of political leadership for women. Over the last quarter century, women have become a powerful political force, both as voters and as

elected leaders. Did that political benchmark have implications for women's economic well-being? Data compiled by the Joint Economic Committee suggest that the answer is yes.

8. The Importance of Segregation, Discrimination, Peer Dynamics, and Identity in Explaining Trends in the Racial Achievement Gap

Roland G. Fryer, Jr.

32 p.

National Bureau of Economic Research

August 2010

Full Text: <http://bit.ly/bYBkXV>

After decades of narrowing, the achievement gap between black and white school children widened in the 1990s, a period when the labor market rewards for education were increasing. This presents an important puzzle for economists. The author investigates the extent to which economic models of segregation, information-based discrimination, peer dynamics, and identity can explain this puzzle. Under a reasonable set of assumptions, models of peer dynamics and identity are consistent with the time-series data. Segregation and models of discrimination both contradict the trends in important ways.

[Note: contains copyrighted material].

9. The Global Gender Gap Report 2010

World Economic Forum

October 2010

334 p.

Full Text: <http://www.weforum.org/pdf/gendergap/report2010.pdf>

Nordic countries Iceland (1), Norway (2), Finland (3) and Sweden (4) continue to demonstrate the greatest equality between men and women according to the report. The level of gender equality in France (46) has sunk as the number of women in ministerial positions has fallen over the past 12 months. The United States (19) closed its gender gap, rising 12 places to enter the top 20 for the first time in the report's five-year history. The climb reflects the higher number of women in leading roles in the current administration and improvements in the wage gap.

[Note: contains copyrighted material].

HUMANITARIAN ASSISTANCE

10. Halving Hunger: Meeting the First Millennium Development Goal through "Business as Unusual."

Shenggen Fan

24 p.

International Food Policy Research Institute

June 2010

Full Text: <http://bit.ly/bbllWc>

In 2000, the world's leaders set a target of halving the percentage of hungry people between 1990 and 2015. This modest target constitutes part of the first Millennium Development Goal, which also calls for halving the proportion of people living in poverty and achieving full employment. However, the effort to meet the hunger target has swerved off track, and the world is getting farther and farther away from realizing this objective. The goal of halving hunger by 2015 can still be achieved, but business as usual will not be enough.

[Note: contains copyrighted material].

11. 21st Century Aid: Recognising Success and Tackling Failure

Oxfam International

May 20, 2010

58 p.

Full Text: <http://bit.ly/aD1hca>

Aid plays a role in saving millions of lives, and yet despite its achievements poverty continues to cast a shadow over the lives of some 1.4 billion people worldwide. This has opened up questions over the effectiveness of aid and lately, unleashed a barrage of criticism, with critics using individual examples of failed aid to argue that all aid is bad and should be reduced or phased out altogether. This is both incorrect and irresponsible, according to the report.

[Note: contains copyrighted material].

HUMAN RIGHTS

12. "They Own The People" The Ampatuans, State-Backed Militias, And Killings In The Southern Philippines

Human Rights Watch

November 16, 2010

96 p.

Full Text: <http://www.hrw.org/en/reports/2010/11/16/they-own-people-0>

The report charts the Ampatuans' rise to power, including their use of violence to expand their control and eliminate threats to the family's rule. It is based on more than 80 interviews, including with people having insider knowledge of the Ampatuan family security structure, victims of abuses and their family members, and witnesses to crimes.

[Note: contains copyrighted material].

13. Tough, Fair, And Practical: A Human Rights Framework For Immigration Reform In The United States

Human Rights Watch

July 8, 2010

Full Text: <http://bit.ly/caf2fn>

Americans from all political perspectives agree that US immigration laws need to be fixed. While some emphasize the need to be tough in enforcing immigration law, others emphasize the importance of fairness. Human rights law offers a practical framework embracing both of these policy goals that is in the interests of citizens and non-citizens alike, contends the report.

[Note: contains copyrighted material].

14. Report Of the Special Rapporteur On Extrajudicial On Extrajudicial, Summary or Arbitrary Execution

Philip Alston

29 p.

U.N. Human Rights Council

May 28, 2010

Full Text: <http://bit.ly/c4gZH9>

"Targeted killings pose a rapidly growing challenge to the international rule of law. They are increasingly used in circumstances which violate the relevant rules of international law. The international community needs to be more forceful in demanding accountability," said Philip Alston, the UN Special Rapporteur on extrajudicial executions.

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